

Job Satisfaction of Private School Employees – An Overview

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Abstract: *Job satisfaction of the employees of an organization is high important indicator of the health of any organization. High job satisfaction in the organization greatly facilitates the task of administrators because it creates favorable conditions for all the organization. The researcher found from the data that 92% of the respondents are of the opinion that the management gave adequate leave facilities to the employees and as much as necessary training for the betterment of the workforce. The generation gap brings a lot of changes towards education, previously people who went for degree and higher education were very few and they just wanted to have a job. But the present set-up urged the teachers to obtain Master degree plus education training. So they should take necessary steps to continue their higher quality test. Salary range should be increased for the private school teachers at par with Government school teachers. Most of the private school teachers are having the burden of availing special duties. This is one of the reasons for dissatisfaction. If any financial incentives are given to them for the duty, they will be satisfied.*

Keywords: Job satisfaction, Incentives, Administration, Education, Generation gap

1. Introduction

The relationship between man and work has ever attracted the attention of philosophers, scientists and novelists. A major part of the man's life is spent in work. It is, therefore, natural to expect that men would seek to satisfy many of their needs in and through their work. Job satisfaction of the employees of an organization is high important indicator of the health of any organization. High job satisfaction in the organization greatly facilitates the task of administrators because it creates favourable conditions for the all the organization. High job satisfaction on the other hand makes the management happy because it is a positive sign for the progress of the organization that every administrator wants. High or low job satisfaction provides scale to measure general progress of the organization that has been in developing a sound behavioral climate.

2. Meaning

The term "Job Satisfaction" refers to an employee's general attitude toward his job. Job satisfaction is one of the important factors, which has drawn attention of managers in the organization as well as academicians. Job satisfaction is one mental feelings of favorableness, which an individual has about his job.

3. Definition

Dubrins has defined, "Job satisfaction is the amount of pleasure of contentment associated with a job. If you like your job intensely, you will experience high job satisfaction. If you dislike your job intensely, you will experience job dissatisfaction".

4. Objectives of the Study

The main objective is, to study the job satisfaction among teachers. The specific objectives are

- 1) To study the various determining factors of job satisfaction.
- 2) To study the level of job satisfaction of teachers in private school at Thanjavur town.
- 3) To give suggestions to improve the job satisfaction level among teachers in Thanjavur town, particularly in private schools.

5. Sources of Data

5.1 Primary Data

Primary data was collected through questionnaire and the information required for the study was directly collected from the employees.

5.2 Secondary Data

Data which are not originally collected but rather than obtained from the published or unpublished sources are known as secondary data. They are

- 1) School records
- 2) Magazines and books internet etc.

6. Review of Literature

The present study examines the job satisfaction ie the degree to which job features that are highly valid by individuals are present in the world. Number of studies has been conducted in the field of academics but a few have been undertaken to compare the job satisfaction of male and female in government and private schools

- Mohdsuki and Ski (2011) examined on job satisfaction and organizational commitment effect of gender on

employee perception of job satisfaction and organizational commitment study revealed that employee gender has no significant effect on his perception of job satisfaction and man and women have the same level of organizational commitment.

- **Kumari and Jafri (2011)** mentioned a study on level of organizational commitment of male and female teachers of secondary school to investigate the overall level of organizational commitment of male and female teachers of Secondary school of Aligarh Muslim University. Data analyzed by using t-test result revealed that overall percentage of female teacher's organizational commitment was much higher than male teachers.
- **Mehta (2012)** investigated on job satisfaction among teachers to know whether the perception of job satisfaction among teachers was affected by the type of organization (Private vs. Government) and the gender (male vs. female). Descriptive analysis was made to study the perception of job satisfaction of male vs. female with t-test and the result showed that there would be significant difference in the level of job satisfaction of Government and private school teachers.

7. Research Design

To find out the job satisfaction of the employees in private school teachers in Thanjavur town, by using questionnaire, the data for analysis were collected from the respondents working in a private school, Thanjavur and researcher has used descriptive type of research for interpreting the data.

Table 1: Classification of Respondents on the basis of burden of work

S. No	Burden of the work	No. of Respondents	Percentage
1	Taking class more time	32	32
2	Availing special class	41	41
3	Any other	27	27
	Total	100	100

Source: Primary data

Inference

The above table shows that 41% of the respondents feel taking special classes and 27% of the respondents feel burden in taking classes with extra time



Chart 1: Classification of Respondents on the basis of burden of work

Table 2: Opinion about Welfare Facilities

S. No	Welfare facilities	No. of Respondents	Percentage
1	Very Good	35	35
2	Good	45	45
3	Neutral	17	17
4	Poor	02	02
5	Very poor	01	01
	Total	100	100

Source: Primary data

Inference

The above table shows that 45% of the respondents are satisfied with the management's welfare facilities and only 1% of the respondents are of the opinion that the welfare facilities are very poor.

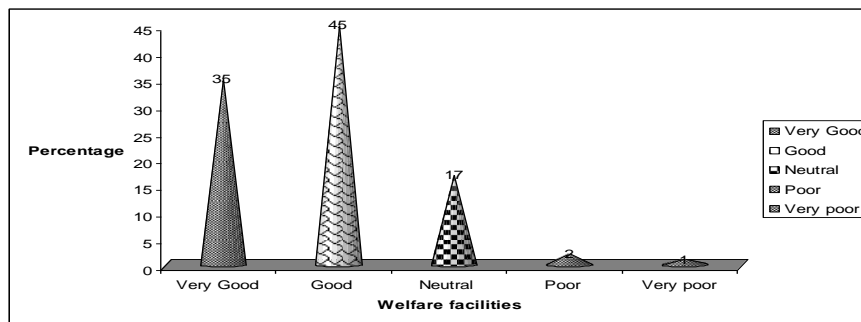


Chart 2: Opinion about Welfare Facilities

Table 3: Opinion about the Salary Given

S.No	Opinion	No. of Respondents	Percentage
1	Fully satisfied	34	34
2	Partly satisfied	51	51
3	Dissatisfied	15	15
	Total	100	100

Source: Primary data

Inference:

The above table 3.15 shows that 51% of the respondents are of the opinion that the salary given by the management is partly satisfied, 34% of the respondents feel fully satisfied and only 15% of the respondents are dissatisfied with the financial incentive.

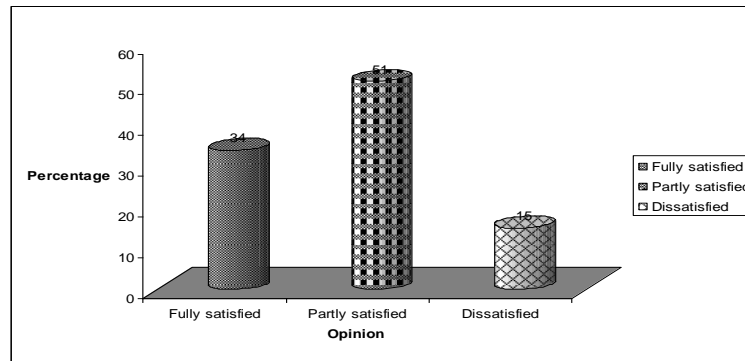


Chart 3: Opinion about the Salary Given

Table 4: Types of training Imparted

S. No	Methods of training	No. of Respondents	Percentage
1	In-service training	24	24
2	Refresher training	28	28
3	Orientation training	07	07
4	Educational training	41	41
	Total	100	100

Source: Primary data

Inference:

The table shows the effort taken by the private school in imparting training to their employees, all type of training is given equally to the employees

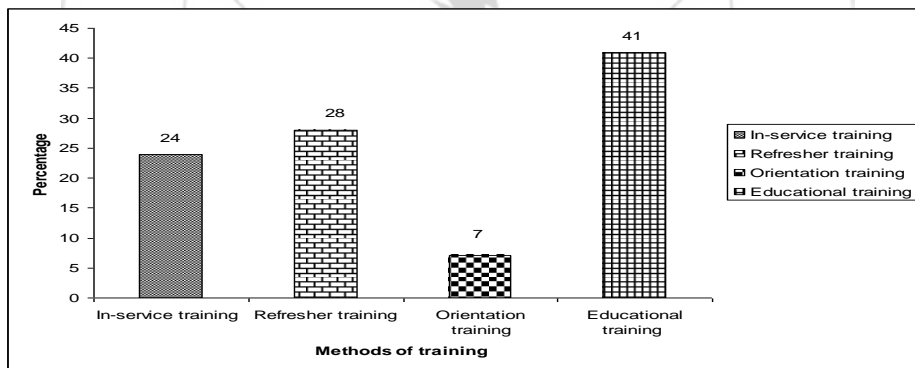


Chart 4: Types of training Imparted

Table 5: Implementation of new Teaching Method

S. No	Methods of training	No. of Respondents	Percentage
1	Interactive board	24	24
2	CD's and PPT	29	29
3	N PTEL	06	06
4	Charts and Figures	41	41
	Total	100	100

Source: Primary data

Inference

The above table depicts the new teaching methods adopted in the college. Most importance is focused on the preparation of charts and figures for easy understanding of students, for this the staff take extra time for preparation, CD,s and PPT presentation again they are forced to implement the latest technology in teaching.

After analysis of the data the researcher found out the following result

8. Findings

- High job satisfaction in the organization greatly facilitates the task of administrators, because it creates favourable conditions for the overall progress of the organization.
- High job satisfaction makes the management happy, because it is a positive sign for the progress of the organization that every administrator wants.
- 92% of the respondents are of the opinion that the management gives adequate leave facilities to the employees.
- Majority of the respondents are availing satisfied incentive schemes

- Majority of the respondents are of the opinion that the welfare facilities are good
- Majority of the respondents say that welfare facilities has improved moderately
- Majority of the respondents are partly satisfied with the salary given
- Maximum of the respondents agree that the incentive scheme justifies the sincere workers
- Majority 62% of the respondents agree with the job satisfaction relating to income
- Majority of the respondents accept that job is secure and safe
- Majority 51% of the respondents are satisfied with the management and workers relationship
- Maximum of the teachers feel the implementation of latest technology in teaching as good but they need some guidance for its preparation and handling.

9. Suggestions

- This study is mainly based on the perceptions of the respondents. To solve the problems of the private school teachers in the Thanjavur town, the researcher pointed out the following suggestions.
- From the opinion given by the teachers of private schools, the correlation between age and income is negative. Hence, proper incentives and training should be given to all teachers irrespective of their age.
- The generation gap brings a lot of changes towards education previously people who went for degree and higher education were very few and they just wanted to have a job. But the present set-up urged the teachers to obtain Master degree plus education training. So they should take necessary steps to continue their higher quality test.
- Salary range should be increased for the private school teachers at par with Government school teachers.
- Most of the private school teachers are having the burden of availing special duties. This is one of the reasons for dissatisfaction. If any financial incentives are given to them for the duty, they will be satisfied.
- Many respondents of Private school felt their job is unsecured. The management should take steps for the security of their job. The main drawback in Private school is promotional opportunity. The management may promote their teachers by means of merit / seniority based. This will improve their job satisfaction.

10. Conclusion

Principal and headmasters should know that job satisfaction leads to job performance. If employees are really satisfied in their job, they will work hard and increase the productivity. Hence management should take necessary steps to motivate the teachers and convince them to satisfy in the work assigned to them. Even the private school respondents are having different opinions in different types of facilities, but by summing up all, they are equally satisfied with their job.

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